



Job Title: **Speech Language Pathologist**

Department: Exceptional Student Support

Reports To: Speech Pathologists Area Specialist

Grade: Teachers' Salary Schedule

- plus 5% Special Education Supplement
- plus \$5,000 if Certificate of Clinical Competence obtained

Number of Days: Teachers' Schedule

Overtime Status: Exempt

Last Revised Date: August 20, 2019

Mission and Vision: Tulsa Public Schools is the destination for extraordinary educators who work with our community and families to ignite the joy of learning and prepare every student for the greatest success in college, careers and life. Our mission is to inspire and prepare every student to love learning, achieve ambitious goals and make positive contributions to our world.

Core Values: Our core values guide how we work and interact with each other at every level of the organization. We embrace and embody these values every day:

- **Equity:** All children deserve the opportunity to develop their full academic and social potential. Our diversity is a community treasure, and we must foster an inclusive environment by examining biases and resolving unfair practices.
- **Character:** We are honest, trustworthy and have high standards of behavior. We do the right thing even when it is hard. While we do not always agree, we treat one another with kindness and respect.
- **Excellence:** We work hard together and expect a lot of one another because high standards produce exemplary knowledge, skills, abilities and mindsets.
- **Team:** We care for one another, support the personal and professional development of one another, and work together to improve our community.
- **Joy:** Joy at school and at work makes us more productive, because when we create, innovate and imagine, our motivation grows. We want to ensure that everyone knows the excitement that comes from working deeply on a problem, task or concept and experiencing breakthrough moments.

Position Summary: Tulsa Public Schools is looking for energetic, collaborative, and experienced speech-language pathologists to join our exceptional student support services team to assess and treat Tulsa Public School students with language, pragmatics, articulation, functional communication, voice, and fluency disorders that impact educational learning. Job responsibilities include but are not limited to therapy, evaluations, Individualized Education Plan development, and teacher consultation.

Minimum Qualifications:

- Master's degree or equivalent with a major emphasis in speech-language pathology from a regionally accredited academic institution offering a graduate program in speech-language pathology that meets or exceeds prevailing national standards
- Completion of a supervised clinical practicum experience of 400 clock hours; 375 must be in direct client contact and 25 in clinical observation; at least 325 of the hours must be completed in a graduate study program accredited by the Council on Academic Accreditation
- Completion of a supervised nine month, full-time, paid, postgraduate professional experience as approved by the Board of Examiners
- Clinical experience interns must be supervised by a speech-language pathologist licensed for a minimum of two years; each supervisor may accept a maximum of two interns
- Pass examinations approved by the Board of Examiners

Responsibilities and Essential Functions: The following duties are representative of performance expectations. A reasonable accommodation may be made to enable a qualified individual with a disability to perform essential functions.

- Work as part of the Special Education Team identifying and serving students who are eligible for Special Education Services in Tulsa Public Schools across all levels of PK, elementary, middle, junior high, and high school
- Utilize current assessment instruments to determine a student's skills and abilities in the areas of language, pragmatics, articulation, functional communication, and voice, and fluency
- Gather and organize information to write educationally based Individualized Education Programs (IEP)
- Follow compliance laws for meeting federal and state mandates as well as local policies in performance of duties such as Individualized Education Program (IEP) development, Medicaid billing, report writing, and treatment plan/therapy log development
- Use data-based decision making, including gathering and interpreting data with individual students to be responsible for progress monitoring and student outcomes
- Provide high quality direct speech-language therapy services to students according to students' Individualized Education Plans
- Conducting assessments, analyzing results, and writing reports to determine strengths and concerns in areas of speech, voice, fluency, pragmatics, language, and oral motor skills
- Provide intervention that is appropriate to the age and learning needs of each individual students; ensuring educational relevance
- Employ a continuum of service delivery models in the least restrictive environment for students with disabilities
- Implement Multi-Tier Systems of Support (MTSS) and Evidence Based Practice (EBP) initiatives
- Ensuring evaluations, treatment plans and service delivery are aligned with school, state, and federal guidelines

- Assisting and guiding teachers in observing, describing, and referring suspected and identified speech and language delays/disorders
- Consulting with teaching teams to develop and implement of curriculum modifications and appropriate classroom strategies such as visual supports, oral motor exercises, language strips, topics of conversation, and data collection
- Ensuring students' skills are generalized across settings by collaborating with teaching teams and related service providers
- Completing treatment notes and progress reports in timely manner and according to exceptional student support services policy and Medicaid policy
- Managing a detailed log of service provided and services missed due to student or therapist absences and development of a plan to provide missed services
- Documenting all aspects of work with students according to school and state guidelines
- Communicating and coordinating with Director of Related Service and Behavioral Health to ensure school mission, philosophy, and procedures are embraced
- Maintaining appropriate, confidential, records and provide timely reports
- Keeping abreast of best practices in speech and language therapy and language development
- Adhering to all district and cooperative health and safety policies
- Engaging parents and families in their student's learning and acting as an ambassador for the district in the community
- Developing support plans that are strength-based as well as child and family centered for overall educational improvement
- Contributing productively to the district as a whole
- Travel to multiple schools/sites to provide itinerant services
- Ability to work collaboratively with others on a team
- Perform other tasks, duties, or services consistent with this position as assigned

Skills and Abilities Required: The following characteristics and physical skills are important for the successful performance of assigned duties.

- Ability to establish rapport with families and students with diverse cultural backgrounds
- School experience preferred but not required
- Bilingual preferred but not required
- Augmentative and Assistive Technology experience preferred but not required
- Experience with speech language and communication assessments used for students eligible for special education
- Knowledge working with culturally and linguistically diverse populations and families
- Awareness of law and policies regarding special education
- Effective organization and computer skills

Supervisory Responsibility:

- This role does not directly supervise any individuals

Working Conditions: Exposure to the following situations may range from rare to frequent based on circumstances and factors that may not be predictable.

- Normal school environment

Tulsa Public Schools is committed to building a diverse and inclusive team of individuals who contribute to the district's mission with their talents, skills, and energy. Tulsa Public Schools is an equal opportunity employer and does not discriminate on the basis of race, religion, color, national origin, sex, sexual orientation, gender expression, gender identity, pregnancy, disability, genetic information, veteran status, marital status, age, or any other classification protected by applicable law.

Tulsa Public Schools also provides reasonable accommodations to qualified applicants and employees with disabilities. If you need an accommodation during the application process, please contact the district's talent management department at 918-746-6310 or the district's human rights and title IX coordinator at 918-746-6517. You can also direct your request for accommodation in writing to the Tulsa Public Schools Education Service Center, Attn: Talent Management, 3027 S. New Haven Ave., Tulsa, OK 74114-6131.